

## ***Advancing Racial Equity: The Role of Government***

The workshop curriculum was developed by the [Government Alliance on Race and Equity / Race Forward](#).

Participants will:

- Gain awareness of the history of race; implicit and explicit bias; and individual, institutional, and structural racism and how it impacts our lives,
- Be able to identify instances of implicit and explicit bias and individual, institutional and structural racism, and
- Be motivated to take action.

### **Session One – Beginning Conversations About Race**

<b>Time</b>	<b>Agenda</b>	<b>Purpose/Notes</b>
30 min	Welcome and Introductions	<ul style="list-style-type: none"> <li>• Name, race/ethnicity, pronouns, role.</li> <li>• What experience do you have in racial equity work?</li> <li>• What do you need to increase your ability to advance racial equity?</li> </ul>
	Learning Agreements	<ul style="list-style-type: none"> <li>• Take space, make space.</li> <li>• What is said here, stays here; what is learned here, leaves here.</li> <li>• Brave space.</li> <li>• Offer what you can, ask for what you need.</li> <li>• Please listen to understand.</li> <li>• Mute if not speaking.</li> </ul>
	Overview and Assumptions	Background on D&I work at the City Shoreline, Government Alliance on Race and Equity (GARE) Organizational Change practice <ul style="list-style-type: none"> <li>• Normalize</li> <li>• Organize</li> <li>• Operationalize</li> </ul>
		#1 – Race matters #2 – We are talking about institutions and systems that perpetuate inequity. #3 – We have a responsibility for advancing racial equity.
Values and Realities	Government & Race - Review history and creation of racial inequity through laws and policy to today's current context.	
25 min	Laying it on the Line	<ul style="list-style-type: none"> <li>• Examine our assumptions</li> <li>• False dichotomies</li> </ul>
25	Early Experiences with Race	Break into Pairs <ol style="list-style-type: none"> <li>1. How racially diverse was your neighborhood growing up? What messages did you get about race from living there?</li> <li>2. When was the first time you had a teacher of a different race? How often did this occur? When was the first time you had a teacher of the same race? How often did this occur?</li> <li>3. When/How did you first realize that races were treated differently in society? Who helped you make sense of that difference and how did they do so?</li> <li>4. When did you first work in a community that was racially different from the one you grew up in?</li> </ol>

Time	Agenda	Purpose/Notes
10 min	Closing	Questions? Homework <ul style="list-style-type: none"> <li>• “Race: The Power of an Illusion” Episode 3</li> </ul>

### Session Two – Shared Language and Implicit Bias

Time	Agenda	Purpose/Notes
25 min	Welcome	Review Agreements Debrief homework RPOI Episode 3 film
25 min	Normalize	Shared analysis, definitions, and sense of urgency. <ul style="list-style-type: none"> <li>• Equity, Equality?</li> <li>• Why lead with race?</li> </ul>
30 min	Implicit Bias	<ul style="list-style-type: none"> <li>• Unconscious Mind</li> <li>• Schemas</li> <li>• Explicit/Implicit Bias</li> <li>• Strategies to address implicit bias</li> </ul>
10 min	Closing	Questions? Homework

### Session Three – Putting Ideas into Action

Time	Agenda	Purpose/Notes
25 min	Welcome, Review, Agreements	Debrief homework
30 min	Creating Different Outcomes	Institutional Bias Types of Racism – Individual, Institutional, Structural White Organizational Culture
25 min	Opportunities for Change	Break into groups: <ul style="list-style-type: none"> <li>• <b>Where are opportunities</b> to advance racial equity in your own work or community?</li> <li>• What is one thing <b>you can do differently</b> in your job moving forward?</li> <li>• What are the opportunities for <b>institutional actions</b> to advance racial equity?</li> </ul>
10 min	Closing	Questions? Resources